WASTEMATTERS

The Energy and Waste Management Bureau — Iowa Department of Natural Resources

March 2005

P2 Intern Program Creates Potential Employment for Interns

s the DNR gears up for its fifth year of the Pollution Prevention (P2) Intern Program, state officials are excited about the momentum the national award-winning program has gained and the results achieved by interns and host companies.

Since 2001, the program has saved Iowa intern companies more than \$13.1 million, with an average of \$94,000 per company. These savings resulted from projects that significantly reduced water and energy use, solid and hazardous waste, air emissions, inventory, and production costs.

While the economic and environmental gains are impressive, equally impressive is the fact that 25 percent of companies participating in the P2 Intern Program have offered employment to their interns.

"We are extremely pleased to see so many interns employed by host companies," said Jan Loyson, DNR's intern program coordinator. "Businesses and communities benefit when bright, vital students find good employment opportunities here in Iowa. We often hear about a company's economic 'bottom line,' but our goal is to build sustainability through what is called the 'triple bottom line' – how a program or company benefits the economy, the environment, and society as a whole."

Former interns hired in 2004 by The Dial Corporation in Fort Madison and Pella Corporation in Pella demonstrate some of the dramatic results achieved through this unique partnership of state government, Iowa's colleges and



Mike Brown works with his Pella supervisors, Steve Van Weelden and Mike Hayes during the summer of 2004 intern program.

universities, and dedicated, environmentally-proactive businesses.

THE DIAL CORPORATION GIVES INTERNS A CHANCE TO SHINE

As a summer of 2003 P2 intern at The Dial Corporation, "Ryan Daly hit the deck running, which is a compliment to the DNR's intern recruiting process," said Chuck Evans, Dial's human resources manager. "We hire one to three process engineers every year, and after seeing Ryan in action we offered him a job even before he graduated."

Daly was a mechanical engineering undergraduate at the University of Iowa when he interned for Dial. "I learned more about electrical engineering that summer than I had in my entire time spent in school," he said. "The Pollution Prevention Intern Program really gave me a chance to shine."

One of Daly's main intern responsibilities was to install a power factor correction capacitor bank, which raised the power factor of the entire plant and resulted in estimated savings of up to \$43,000 per year. Other projects included

continued on page 5

SUBTITLE D STANDARDS:

By the numbers:
• There are 59
MSW landfills in lowa.
• 22 of them have Subtitle D compliant liners.

DNR Requests Timeline Extension From EPA for Iowa Landfills

owa landfills may have less than two years left to comply with federal Subtitle D liner standards. The unofficial date for the federally required Resource Conservation and Recovery Act (RCRA) Subtitle D liners to be in place has been set for the summer of 2006.

The DNR met with the U.S. Environmental Protection Agency (EPA)

Region 7 this summer to discuss the transition period draft policy the DNR had set. At that meeting the DNR learned that all

landfills would have to be in compliance when Chapter 113 is updated, which is approximately two years from last summer, said Jeff Myrom, DNR executive officer.

If Iowa landfills do not meet the federal standards by the final established date, each noncompliant landfill could face a required shutdown of facilities or may not get landfill permits renewed, said Myrom.

"Thus, we are trying to give people a heads up and set a firm date for when that deadline is going to be," Myrom said of the drafted summer of 2006 deadline.

After feedback requested by the DNR was received from waste agencies around the state, it became apparent that the 2006 deadline will not be feasible for several landfills. The DNR sent a letter to EPA in January to ask for an extension to October of 2007, Myrom said.

The reasoning behind the extension includes several different aspects of compliance. The 2006 time period proposed would not give some landfills enough planning time to ensure

all compliance changes can be made. Also, the design and specification work that needs to be completed may take longer than the draft deadline allowed. In some cases the financial outlays are just not feasible in the next

For the latest rule revision information, visit:

www.iowadnr.com/waste/ policy/landfill.html

year and a half. The extra time would allow many landfills a more realistic window to achieve compliance while still ensuring the federal standards are implemented in the near future, Myrom said.

"We are going to do our best to make sure all MSW landfills are compliant with federal standards," Myrom said. "We have to make this transition."

REACTION FROM IOWA LANDFILLS

In 1993, the Boone County Landfill began installing liners that exceeded the minimum standards for MSW landfills, said Scott Smith, Boone County landfill administrator/recycling coordinator. This was two years after EPA had set the Subtitle D standards and four years before Iowa set any compliance policies.

"We felt [the liners] were better for the protection of the environment," said Smith.

Smith said that some landfills may close down and redirect garbage or become transfer stations. He said that contractors will be a concern within the next two years. Only two construction

seasons remain and 37 landfills need to become compliant. This could cause a problem.

Many landfills do not currently have Subtitle D liners. Bremer County Sanitary Landfill located in Waverly is working towards the

2006 compliance date. Brett Vette, manager of the landfill, said that they are in the process of becoming Subtitle D compliant but voiced concerns about the limited amount of time that is left to do it in.

"I don't know how realistic that goal is," Vette said speaking of the 2006 compliance date.

"There are a lot of us doing the same thing with limited contractors"

A Subtitle D lined landfill is being built adjacent from the one currently in use. The county already owned the 20-acre field.

Vette said that it is not a matter of whether or not landfills want to comply but if they can comply by the given date. He said that fiscal constraints, contractor and land ownership issues, among others, all play into the feasibility of having the liners in place by the summer of 2006. "We are fortunate to have land available," Vette said. "Many landfills that want to expand do not own the properties."

Currently, the DNR is working on drafting rules for MSW landfill liners and leachate collection systems in Iowa. Stakeholders were asked to provide comments regarding select design issues pertaining to alternative liners. These responses will be posted online after all the comments have been received.

For more information on Subtitle D liners, visit the DNR's Web site at www.iowadnr.com/waste/policy/landfill.html.



Bottle Bill Update

Recent controversy over the Iowa bottle bill has sparked interest in this law created in 1978. It began when several retailers across the state refused to accept beverage containers without the DNR's approval for an alternative redemption center. This action prompted many applications for alternative redemption centers to the DNR and many subsequent phone calls and e-mails.

Iowa's current law requires retailers selling beverages requiring a deposit to redeem empty containers that are the same size, kind and brand they sell or have a DNR approved alternative redemption center that provides adequate convenience to consumers.

"Providing convenience to consumers for redemption on eligible containers has always been a key component in the success of Iowa's bottle bill," said Jeff Geerts, program planner for the DNR. "The law also states that retailers cannot limit customers to less than 120 beverage containers per day."

STATE BENEFITS

The bottle bill has many benefits including:

- litter reduction;
- more than 90 percent of Iowa beverage containers are recycled;
- the program is self-funded without relying on taxes or unfunded mandates;
- many jobs have been created for the collection, handling and processing of beverage containers.

To date, the DNR has approved 30 applications for alternative redemption centers, covering more than 130 retailers across the state.

A list of all the current DNR approved redemption centers in the state is available online at www.iowadnr.com/waste/.

For more information, contact Jeff Geerts with the DNR at (515) 281-8176; e-mail Jeff.Geerts@dnr.state.ia.us.

Proper Place For Paint

s part of a national movement to promote the reuse, recycling and environmentally safe disposal of paint, the Iowa DNR has been the first state in the nation to sign the Paint Product Stewardship Initiative (PPSI) Memorandum of Understanding. The initiative partners federal, state and local governments along with manufacturers, retailers, paint recycling companies and trade

solution for leftover paint.

"Everybody has old paint in the basement," said Theresa Stiner, environment specialist for the DNR. "The DNR's partnership will help provide proper disposal locations for

develop a national management

associations in an effort to

paint across the country." Over the past year, a series of meetings has taken place with representatives from manufacturers, retailers, trade associations, and government officials. These meetings resulted in a Memorandum of Understanding to continue to work together toward a nationally coordinated system to manage leftover paint. Over the next two years 11 projects will be completed by PPSI to provide the information needed to develop a national system. The projects include developing and piloting educational materials for consumers; determining the most efficient infrastructure model and projecting the cost of that system; several projects to increase the use of paint with recycled content; determining the net balance lifecycle benefit to society from the various management options, and more.

Although latex paint can be put in a landfill if properly dried out, oil-based paint is a hazardous material and cannot be put in the landfill, Stiner

said. The liquid state of the paint will create additional leachate seeping through the liners into the groundwater system.

Stiner said that about 30 percent of

all products collected at Regional Collection Centers and Toxic Cleanup Days are oilbased paints. This is the largest percentage of any product collected. All household hazardous materials are collected in this manner including pesticides, motor oils, aerosol cans, weed killers, rat and mouse poison, and so on.

Consumers can help PPSI's efforts by reducing their leftover paint through purchasing only the amount needed for a project, and by putting on an extra coat of paint, if necessary. Also, donating leftover paint to local organizations or to a friend or neighbor will further reduce the amount of paint that needs to be disposed.

"Hopefully [PPSI] will open up more opportunities for recycling paint," Stiner said. She hopes the group's efforts will make it easier for Iowans to recycle paint and result in a shared responsibility for proper disposal of leftover paint by government agencies, manufactures and retailers.

For more information on the Paint Product Stewardship Initiative visit www.productstewardship.us/prod_paint_nat_dia.html. For more information on the DNR's involvement, contact Theresa Stiner at (515) 281-8646.

ALOT OF PAINT! About 30 percent of all products collected at **Regional** Collection Centers and **Toxic Cleanup** Days are oilbased paints. This is the largest percentage of any product collected.



An Iowa Waste Exchange Success Story

More than 77,000 tons of material diverted from Iowa landfills in FY 2004

MONEY
SAVED:
During the
2004 fiscal
year, more than
\$2.3 million
was saved with
the help of the
IWE.

hen Centerpoint-Urbana Central Schools needed to dispose of 40 gallons of expired soybean oil, they knew who to call – their local Iowa Waste Exchange (IWE), at Kirkwood Training and Outreach Services in Marion. IWE Resource Specialist Rick Meyers found a ready market for the material at Livestock Services in Tipton, which accepted the oil at no charge, to incorporate into animal feed.

MANY SAVINGS FOR THOSE INVOLVED

The transaction was just one of hundreds of matches facilitated by IWE resource specialists across the state in fiscal year 2004 – saving businesses more than \$2.3 million.

"Our specialists diverted over 77,000 tons of material from Iowa landfills over the last fiscal year, and the exchange consistently serves more than 2,500 business annually," said Matt Rasmussen, business manager at the Iowa Department of Economic Development's Recycle Iowa office. The office partners with the Iowa DNR, the Iowa Waste Reduction Center, and participating host sites, to offer the free, confidential, non-regulatory service to Iowa businesses.

NO RECYCLING LIMITATIONS

Often, the IWE helps companies recycle such common materials as paper, cardboard and packaging. But recent exchanges facilitated by Meyers illustrate the more unusual challenges IWE specialists are ready to tackle as they assist companies with finding matches for industrial materials and byproducts.

"We are by no means limited when it comes to the types of items businesses request assistance with," Meyers said. "We use every resource available to find recyclers or end-users for a wide variety of materials, and many exchanges lead to economic benefits for the companies involved."

For example, Bulk Bag Services in Cedar Rapids is saving \$60 a month in reduced landfill costs, thanks to an exchange Meyers facilitated. The company receives used woven polypropylene bags from other businesses. After inspecting, cleaning and refurbishing the bags, Bulk Bag Services ships them back to the owners for reuse. For several years, unrepairable bags were sent to the landfill. That changed when Meyers put Bulk Bag Services in touch with City Carton Recycling, which accepts the bags at no charge and ships the plastic to overseas recycling markets.

"Rick has a lot of connections and can make things like that happen," said Joe Doyle, Bulk Bag Services owner. "He also visited us on several occasions in the past to line us up with companies that have bags for refurbishing."

A LITTLE OF EVERYTHING

Other "uncommon" exchanges Meyers recently facilitated include:

 280 pounds of magnetic tapes sent to Superior Special

- Services, Minneapolis, for recycling;
- 2,406 pounds of videotapes sent to GreenDisk, Columbia, Ohio, for reuse or recycling;
- 55-gallon drum of a metalworking lubricant sold to an Iowa manufacturer through My Lucky Day, a non-profit thrift store in Fairfield;
- 25 gallons of phosphoric acid to another company for reuse.

The IWE also offers on-site waste reduction assistance and general business referrals that can help companies realize savings from avoided purchases, reduced transportation and landfill costs, and increased storage space. Funding is derived from a portion of state tonnage fees mandated by the Iowa legislature more than a decade ago.

To contact your local IWE resource specialist, visit www.recycleiowa.org/exchange.htm, or contact Matt Rasmussen at (515) 242-4906 or by e-mail at matt.rasmussen@iowalifechanging.com.

W_M

Contact your local Iowa Waste Exchange Resource Specialist by visiting:

www.recycleiowa.org

STATEWIDE ASSISTANCE:

The program facilitates exchanges with more than 2,500 businesses annually across the state of lowa.



P2 Program gives interns real-world experience

continued from page 1

retrofitting incandescent exit lights with LED lights and researching energy reduction through the use of variable frequency drives on well pump motors, a project that will be implemented this spring.

Daly's experience culminated with a presentation of his findings and accomplishments to Dial management staff. "I've seen a great many corporate presentations over the years and Ryan's was right up there among the top ones," Evans said.

At his new job as a process engineer, Daly oversees the operations of Dial's Armour Vienna sausage line, a major company product.

Katie Giese also joined Dial in 2004, as a full-time process engineer. As a University of Iowa undergraduate in industrial engineering, Giese was a summer of 2003 P2 intern at Midwest Industries in Ida Grove, where she completed a project that significantly decreased paint powder waste, saving the company about \$85,000 per year.

Jim Buelt, Midwest Industries paint line manager, welcomed Giese's initiative. "She was a breath of fresh air. It would have been tough to dedicate someone off the paint line to the project, but we basically handed it to Katie and worked with her as she set the

goals and made it happen."

At Dial, Giese is currently preparing more cost savings projects. Looking back on her internship, she said, "It was a great experience for going into the real world. As the project lead, I was held responsible for the success of the project and held my team members accountable to make the project happen. I learned how to deal with setbacks, to listen to everyone's ideas, and most importantly, how to work together."

PELLA CORPORATION CREATES WIN-WIN SITUATION

Mike Brown's 2004 internship at Pella Corporation helped to solidify his career goals and prepare him for his current position as process engineer at Pella.

"It was a good way to find out I liked working in a manufacturing environment," he said. "I worked with upper management, plant managers, people on the line, and maintenance people, and that prepared me to be a professional."

During his internship, Brown was a mechanical engineering undergraduate at Iowa State University. His main intern project focused on Pella's compressed air system, resulting in the installation of remote air intakes on three compressors and the creation of a cost model for compressed air

leaks that could be applied to Pella's existing leak detection program.

Pella Plant Services Engineer Mike Hayes called the partnership a "win-win situation" and shared his philosophy of mentoring. "I wanted to inspire Mike to do well in engineering, and to be wellrounded. As a coach, I tried to help him build skills that Pella seeks, like project management and the ability to communicate well," he said.

Brown hopes to reciprocate the mentoring he received. "Mike Hayes was a great resource and the experience will make me a resource for other interns," he said.

Corporate officials recommended the program to other businesses. "Since there is an effort by the state to keep college grads in Iowa, it gives industry a selling point, too – knowing that we are addressing issues we have as a state," Evans said.

Dial's Chuck Evans noted an added benefit of working in partnership with the state. "Any time there is an opportunity for the DNR and manufacturing to work together, we can hopefully share resources and improve processes on both sides," he said.

For more information, contact Jan Loyson at (515) 281-3142 or by e-mail at

jan.loyson@dnr.state.ia.us. WM

LENDING SUPPORT...

DNR's Pollution Prevention Services gives technical support to the P2 intern program and the Solid Waste **Alternatives Program** provides interns with salaries and housing stipends, at no charge to host companies. **Returning host** companies are encouraged to contribute \$3,000 toward intern scholarships. The DNR thanks the following companies who have contributed intern scholarships:

- ♦ American Ordnance
- ♦ John Deere Foundry
- **♦** Dial Corporation
- ♦ Pella Corporation
- ♦ Equistar Chemicals, LP
- RMT, Inc.
- ♦ Federal-Mogul Ignition Products
- ♦ Winnebago Industries, Inc.

♦ NOTE:

Dial and Pella wish to commend other interns they hosted: Brent Wuthrich (Dial, 2004) and Luke Streit (Pella, 2003).

Pollution Prevention Intern Savings

These are the actual implemented pollution/waste reduction and cost savings from the Pollution Prevention Intern projects in the past four years.

Savings From 2001 - 2004

Water Conservation 395 million gallons	Solid waste 39,141 tons	Hazardous Waste 293,000 gallons	Energy 50,567 MMBtu	Air Emissions 1,792 tons	Prod./Invent./Tracking N/A
\$1,559,104	\$2,465,948	\$3,092,869	\$922,852	\$663,800	\$4,425,439

Total Savings: \$13,130,012

**Average Cost Savings per company is \$94,000

Solid Waste Workshops to be Held

PLANNING WORKSHOPS: Local officials responsible for solid waste planning/ permitting/ operation should attend to gain a better understanding of the impacts of meeting future state and federal solid waste regulations.

The DNR is in the process of hiring a facilitator for two workshops for local officials to discuss the environmental and economic impacts when considering closing an existing landfill, or expanding existing landfills to meet state and federal regulations. The workshops are being planned because the DNR is in the process of revising the state's Municipal Solid Waste landfill rules (Iowa Administrative Code 567 - Chapter 113).

The DNR is currently in discussions with the U.S. Environmental Protection Agency (EPA) regarding the date by which all landfills must comply with minimum federal standards.

This workshop is a great opportunity for local decision

makers to find the information they need regarding landfill expansion costs and impacts on their planning area," said Jeff Myrom, executive officer with the Energy and Waste Management Bureau. "Given the costs and implications of expanding a landfill or constructing a transfer station, I think that local officials will benefit from this workshop even if they are pretty sure about which option they are going to pursue."

The workshops will take place in the Des Moines area on May 17 and June 1. The first workshop will focus on providing attendees with tools to analyze the expected cost of design, construction and operation of a compliant landfill. Attendees will then be encouraged

to return to their respective boards and commissions to work through the analysis. During this time, the workshop facilitators will be available by phone to resolve questions that may arise during discussions.

The emphasis of the second workshop will be about how the investment to comply with the new regulation impacts the rest of the existing integrated solid waste management system. The workshop will also include a discussion on how to achieve buyin with the local communities/citizens affected.

For more information on the workshops, please contact Jane Mild, environmental program supervisor at (515) 281-5105; email Jane.Mild@dnr.state.ia.us.

October SWAP Announcements

SWAP
PROGRAM
REVAMPED!
Watch future
issues of Waste
Matters for
more
information.

The following SWAP (Solid Waste Alternatives Program) awards are announced:

Iowa Valley Habitat for Humanity of Iowa City was awarded \$78,000 to establish a Habitat ReStore business. This retail business takes donations of quality building parts and make them available to local landlords, homeowners, and non-profit organizations for a low cost.

Genesis Development of Jefferson received \$62,660 to expand plastics recycling services by increasing the volume of plastics processed by the plastic sorting and processing line.

North Scott Community School District of Eldridge was awarded \$3,500 to expand the recycling program of the district by adding a cardboard collection and a baler.

Taylor Recycling, LLC of Des Moines received \$83,081 to raise the roof over the hopper of the initial screener in order to improve the existing processing building. This will allow for more efficient and expanded loading of the processing system and is projected to increase the capacity by 25 percent.

The City of Vinton received \$24,750 to convert the existing yard waste dropoff site into a regional composting program with finished compost made available to the public. A compost aerator capable of building windrows and fully mixing compost materials will be purchased making the finished product of higher quality.

Kirkwood SunCounty Produce of Hopkinton was awarded \$9,375 to improve an inefficient system of growing tomatoes through hydroponics using wood and natural gas for heating of air and water temperatures. A pallet chipper will be purchased to adequately size the waste wood to increase efficiency.

Stacie Johnson dba Organic Matters of Cedar Rapids received \$22,000 in order to develop public policy regarding the use of compost where land development reduces the ability of remaining soils to allow water infiltration. The pilot project will demonstrate the benefits of allowing storm water to infiltrate soils rather than designing low area ponds and

detention basins to catch the water.

Waste Commission of Scott
County in Davenport was awarded
\$25,000 in order to implement a
public awareness campaign in
celebration of the ten year
anniversary of the county's
recycling program. The campaign
will include a variety of
advertisements, handouts and
activities including teacher
training sessions for an
interdisciplinary environmental
program focusing on litter
prevention, composting, recycling
and waste reduction.



CONTACT STAFF:

Get your

questions

answered by

on the DNR's

Web site.

finding the

DNR Welcomes New Waste Management Staff



Ken **Bouma**

Ken is the new Environmental Specialist providing technical assistance in composting,

wood waste management, organics recycling and asbestos management at landfills. He has been with the DNR since August 2004. A Des Moines native, Ken graduated from Iowa State University with a degree in animal ecology and an emphasis in environmental ecology. Ken says, "I am excited to be at the DNR and hope to increase the awareness and acceptance of organics recycling to promote a more sustainable environment." Ken can be reached at (515) 281-7982 or by e-mail at Ken.Bouma@dnr.state.ia.us.



Kathleen Hennings

Kathleen is the Environmental Specialist providing technical assistance for Regional

Collection Centers, Household Hazardous Materials and Toxics in Packaging. She has been with the DNR since July 2004. Kathleen graduated from St. Ambrose University with a degree in biology and a concentration in environmental science. Kathleen also earned a masters degree from the University of Northern Iowa in environmental science. She lives in Johnston with her daughter, Katie-14, and son, Ty-12. Kathleen's fun fact: She served in the U.S. Marines for 4 years and trained for the 1988 Olympics in Colorado Springs, ranking 3rd in the U.S. in Tae Kwon Do. Kathleen can be reached at (515) 281-5859 or by e-mail at Kathleen.Hennings@dnr.state.ia.us.



Jennifer Reutzel

Jennifer is the new Environmental Specialist managing the Solid Waste Alternative Program

(SWAP). She has been with the DNR since December 2004. A Winterset native, Jennifer graduated from Central College with degrees in environmental science and economics. She recently completed her master's degree in economics at Iowa State University, with an emphasis in environmental economics. Jennifer's fun fact: Prior to joining the DNR, Jennifer spent two summers as a DNR Pollution Prevention Intern, working at Cargill, Inc. in Eddyville, Iowa, and at Tone Brother's Spices in Ankeny, Iowa. Jennifer can be reached at (515) 281-8672 or by email at Jennifer.Reutzel@dnr.state.ia.us.



appropriate program area and the contact person

TIRE

DISPOSAL: The improper storage and disposal or fires can cause:

- Mosquito breeding grounds
- A fire hazard
- Legal action for illegal storage or dumping
- · An eyesore to the community

Bee Rite Tire Disposal Site Cleanup Begins

Bottom left: Liz Christiansen, deputy director of the DNR and other officials kick off the Bee Rite Tire Disposal Site clean up at a press conference in Rhodes, Iowa, on November 30, 2004.

Bottom right: Greenman Technologies has been contracted by the DNR to clean up the site. The project will be completed in late spring.









Upcoming events in the world of waste management

April 6, 2005: Chapter 101 Public Hearing

Held from 10 a.m. to noon. Contact Becky Jolly for meeting locations and more information at (515) 281-8308, e-mail: Becky.Jolly@dnr.state.ia.us.

April 26 & 27, 2005: Spring ISOSWO Conference

Held in Creston, Iowa. For more information, contact Leslie Bullock-Goldsmith at (641) 347-5022.

May 17 and June 1, 2005: Solid Waste Planning Workshops

Time and location to be determined. Workshops to discuss the environmental and economic impacts to local officials in closing an existing landfill, or expanding existing landfills to meet state and federal regulations. For more information, contact Jane Mild at (515) 281-5105; e-mail at Jane.Mild@dnr.state.ia.us.

June 22, 2005: Solid Waste Client Contact Meeting & Using Scrap Tire Products at Landfills Workshop

Morning meeting begins at 10:00 and afternoon workshop starts at 1:00, both via the Iowa Communications Network (ICN). For more information, contact Becky Jolly at (515) 281-8308; e-mail Becky. Jolly@dnr.state.ia.us and Jeff Geerts at (515) 281-8176; e-mail Jeff.Geerts@dnr.state.ia.us.

WASTEMATTERS

Published quarterly by the Energy and Waste Management Bureau, Iowa Department of Natural Resources.

Jeff Vonk, Director
Wayne Gieselman,
Administrator, Environmental
Services Division

Brian Tormey, Chief, Energy and Waste Management
Bureau



Jill Cornell, Editor
Jill Cornell, Dan Slatterly,
and Gaye Wiekierak, writers

Programs and activities are available to all potential clientele without regard to race, color, national origin, sex, handicap or age. Anyone who feels he or she has been discriminated against should send a complaint within 180 days to the Iowa Civil Rights Commission, 211 E. Maple, 2nd Floor, Des Moines, IA, 50319.

WASTEMATTERS

Energy and Waste Management Bureau lowa Department of Natural Resources 502 East Ninth Street Des Moines, Iowa 50319-0034

ADDRESS SERVICE REQUESTED

PRSRT STD
U.S. POSTAGE
PAID
DES MOINES, IA
PERMIT NO. 1195